

VISION2020

EQUALITY IN SIGHT™



DREXEL UNIVERSITY
COLLEGE OF MEDICINE

INSTITUTE FOR WOMEN'S HEALTH AND LEADERSHIP





Vision 2020...

- is an ***inclusive national initiative*** working towards ***equal opportunity and respect*** for women and girls in all facets of American life.
- ***promotes shared leadership*** among women and men and ***acts to make equality a reality.***
- ***connects organizations and individuals to take action*** in order to achieve equality for women and girls.



2010 Vision 2020 Delegates



A History of Commitment

Vision 2020 is a national project of Drexel University College of Medicine, which carries on the tradition of its predecessor institution—the Woman's Medical College of Pennsylvania, which was the first institution in the world to grant medical degrees to women. Vision 2020 draws on this commitment to women and leadership and extends it across the professions.



Five National Goals for 2020

- **Achieve pay equity**, so that equal pay for equal work will be the norm in America.
- **Increase the number of women in senior leadership positions** in American life to reflect the workforce talent pool and demographics.
- **Educate employers about the value of policies and practices** that enable men and women to share fairly their family responsibilities.
- **Educate new generations of girls and boys to respect their differences** and to act on the belief that America is at its best when leadership is shared and opportunities are open to all.
- **Mobilize women in America to vote**, with particular emphasis on a record-setting turnout in 2020, the centennial of the 19th Amendment.

Equal Pay Issues

National Pay Gap Between Men and Women is 23 cents

Medium Earnings for Women in Tennessee is \$31,585 and for Men it is \$41,019

Social Security Average Benefits for women 65 years and older is \$12,000 compared to \$16,000 for Men

Over a Lifetime, the Wage Disparity Costs the Average Woman and her Family an Estimated \$700,000 to \$2 million

Approximately 40% of Working Mothers with Children are Primary Breadwinners

Reasons for Disparities

- Discrimination in the workplace
- Failure to Update legislation
- Men earn more than women in virtually every single occupation
- Jobs predominantly held by women pay less on average than jobs predominantly held by men (occupational segregation)
- Change is slow

Steps To Ensure Fair Pay

- Update Legislation to ensure effective enforcement and remedies are available
- Hold National Equal Pay Task Force accountable
- Action by employers to address pay equity issues
- Address occupational segregation
- Join Vision 2020! Sign Declaration of Equality!

Vision 2020's Declaration of Equality

This declaration, proclaimed by American women united in purpose, commends to this nation the wisdom and obligation of achieving equality.

This declaration, inspired by the efforts of those who have come before, recognizes that although equality is in sight, it is not yet fully in place.

This declaration, dedicated to enabling children to reach adulthood with full expectations of equality, advances the belief that a true sharing of leadership and responsibility among women and men will inspire an unprecedented dimension of American excellence.

This declaration contends that:

Without equality we cannot truly claim that we, the people, are fairly self-governed and free to pursue happiness.

Equality is both a measure of our democracy and its hallmark. It is the foremost feature of justice and it is descriptive of our common humanity.

There is an urgency to this matter because equality delayed is opportunity denied.

My willing hands pledged to devote their time, talent and tenacity to the fulfillment of the promise of our nation and the potential of the American people.

Resources

- Vision 2020 www.drexel.edu/vision2020
- American Association of University Women www.aauw.org
- Equal Employment Opportunity Commission
www.eeoc.gov/eeoc/publications
- Catalyst www.catalyst.org
- Institute for Women's Policy Research www.iwpr.org
- Pew Research Center www.pewresearch.org
- Office of Federal Contract Compliance Programs
www.dol.gov/ofccp/
- Tennessee Economic Council on Women
www.tennesseeewomen.org